

BILL NO. 87-20

AS AMENDED

COUNTY COUNCIL

OF

HARFORD COUNTY, MARYLAND

BILL NO. 87-20 (AS AMENDED)

Introduced by Council President Hardwicke at the request of the County Executive

Legislative Day No. 87-14 Date May 12, 1987

AN EMERGENCY ACT to repeal the Harford County Pay Plan and Classification Plan and Salary Grade Schedule, Harford County Ordinance No. 86-33, as amended and Ordinance No. 86-55, as amended, and to enact a new Classification Plan and Salary Grade Schedule and Pay Plan to stand in lieu of the Ordinances repealed; to provide pay plans for County employees, judicial service employees, and State's Attorney employees; to further provide for new position plans and salary grades for classified and exempt employees, Circuit Court and State's Attorney Office employees; all in accordance with Section 603 of the Charter; and to provide that this act shall not be codified in the Harford County Code.

By the Council, May 12, 1987

Introduced, read first time, ordered posted and public hearing scheduled

on: June 9, 1987

at: 7:00 P.M.

By Order: Doris Poulsen, Secretary

#### PUBLIC HEARING

Having been posted and notice of time and place of hearing and title of Bill having been published according to the Charter, a public hearing was held on June 9, 1987

and concluded on June 9, 1987  
Doris Poulsen, Secretary

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW. [Brackets] indicate matter deleted from existing law. Underlining indicates language added to Bill by amendment. Language lined through indicates matter stricken out of Bill by amendment.

BILL NO. 87-20

AS AMENDED

1 Section 1. Be It Enacted By The County Council of Harford County,  
2 Maryland, that Harford County Ordinance No. 86-33, as amended, and  
3 Ordinance No. 86-55, as amended, heading, Harford County Pay and  
4 Classification Plan, be, and they are hereby repealed and that new  
5 Pay Plans, Classification and Salary Grade Schedules, Exempt Plan  
6 and Grade Schedule, Judicial, and State's Attorney Office Plans  
7 and Schedules, be, and they are hereby enacted to stand in lieu of  
8 the repealed Ordinances, all to read as follows:

9 Harford County Classification Plan

10 General Administration:

11	Administrative Assistant I	S-06
12	Administrative Assistant II	S-08
13	Aging Program Manager	M-12
14	ALCOHOL/DRUG COORDINATOR	M-10
15	Assistant County Attorney	M-16
16	Assistant County Attorney (Entry Level)	M-13
17	Commission for Women Coordinator	M-10
18	Computer Resource Technician	S-08
19	Crisis Intervention Worker	S-02
20	Deputy Director of Public Works	M-18
21	Clerk/Dispatcher	S-05
22	Emergency Services Coordinator	M-10
23	Equal Opportunity Officer	S-06
24	Grants Coordinator	S-12
25	Grants Specialist I	S-06
26	Grants Specialist II	S-08
27	Human Relations Coordinator	M-10
28	Legal Assistant I	S-05
29	Legal Assistant II	S-09
30	Legislative Drafter	M-11
31	Legislative Research Assistant	S-06

1	Maintenance Clerk	S-05
2	Management Analyst	M-12
3	Management Assistant I	M-10
4	Management Assistant II	M-12
5	MEDIA SPECIALIST	S-09
6	MICROGRAPHICS AND REPRODUCTION TECHNICIAN	S-09
7	Motor Coach Driver	S-04
8	Nutrition Project Supervisor	S-06
9	Nutrition Site Worker	S-01
10	Outreach Worker	S-04
11	Personnel Assistant	S-07
12	Personnel Specialist	S-08
13	Position Classification Specialist	M-11
14	Purchasing Agent I	S-08
15	Purchasing Agent II	S-10
16	Purchasing Agent II	M-10
17	[Records Control and Reproduction Technician	S-09]
18	Risk Manager	M-14
19	Supervisor of Outreach Programs	M-08
20	SUPERVISOR, TRANSPORTATION SERVICES	M-10
21	Tourist Development Coordinator	M-10
22	Building Maintenance Service:	
23	Building Construction and Repair Supervisor	M-10
24	Building Maintenance Worker	S-04
25	Building Maintenance Mechanic I	S-07
26	Building Maintenance Mechanic II	S-09
27	Building Maintenance Supervisor	M-10
28	Chief Custodian	M-05
29	Custodian I	S-01
30	Custodian II	S-03
31	Superintendent of Buildings and Grounds	M-12
32		

Clerical Service:

1		
2	Clerk Stenographer I	S-03
3	Clerk Stenographer II	S-04
4	Clerk Typist I	S-02
5	Clerk Typist II	S-04
6	Fixed Asset Control Clerk	S-03
7	Legal Clerk	S-05
8	Legal Secretary	S-06
9	Mail Room Clerk-Messenger	S-02
10	Office Aide	S-01
11	Personnel Clerk - Trainee	S-03
12	Personnel Clerk	S-05
13	Secretary	S-05
14	Secretary (Typing)	S-04
15	Stenographer, Legal and Legislative	S-05
16	Telecommo-graphics Leader	S-05
17	Telecommo-graphics Operator	S-04
18	Timekeeper	S-03

Engineering and Related Service:

19		
20	Chief Construction Inspector	M-12
21	Chief, Engineering Division	M-16
22	Chief, Facilities and Operations Division	M-15
23	Chief, Highways Division	M-15
24	Chief, Solid Waste Management Division	M-15
25	Chief, Traffic and Transportation Division	M-14
26	Chief, Water and Sewer Division	M-16
27	Chief, Materials and Testing Inspector	M-12
28	Chief, Stormwater Management/Sediment Control Inspector	M-11
29	Civil Engineer I	S-11
30	Civil Engineer II	M-13
31		
32		

1	Civil Engineer III	M-14
2	Construction Inspector I	S-07
3	Construction Inspector II	S-09
4	Construction Inspector III	S-11
5	Drafting Technician I	S-04
6	Drafting Technician II	S-06
7	Drafting Technician III	S-07
8	Drafting Technician IV	S-09
9	Engineering Associate I	S-07
10	Engineering Associate II	S-09
11	Engineering Associate III	S-11
12	Engineering Associate IV	M-12
13	[Engineering Records Technician	S-09]
14	Land Surveyor	M-12
15	Material Inspector I	S-07
16	Material Inspector II	S-09
17	Material Inspector III	S-11
18	Right-of-Way Agent (Grandfathered)	M-11
19	Right-of-Way Agent	S-11
20	Fiscal and Accounting Service:	
21	Accountant I	M-10
22	Accountant II	M-12
23	Accountant III	M-13
24	Accounting Clerk I	S-05
25	Accounting Clerk II	S-07
26	Accounting Technician	S-09
27	Assistant Comptroller	M-12
28	Budget Analyst	M-14
29	Cashier I	S-05
30	Cashier II	S-06
31	Chief, Bureau of Accounting	M-14

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1	Comptroller	M-14
2	Computer Operator	S-06
3	Computer Operator Trainee	S-05
4	Data Entry Leader	S-05
5	Data Entry Operator	S-04
6	Data Processing Manager	M-16
7	Deputy Treasurer	M-15
8	Internal Auditor I	S-10
9	Internal Auditor II	S-12
10	Programmer	S-08
11	Programmer Analyst	S-11
12	Revenue Control Supervisor	M-10
13	Senior Computer Operator	S-09
14	Supervisor of Cashiers	M-10
15	Systems Analyst	M-13
16	Parks and Recreation Service:	
17	Activity Coordinator	S-11
18	Chief of Parks and Facilities	M-14
19	Chief of Recreation	M-14
20	Community Director	S-10
21	Community Leader	S-06
22	District Supervisor	M-12
23	Park Maintenance Worker I	H-03
24	Park Maintenance Worker II	H-05
25	Park Maintenance Worker III	H-06
26	Park Naturalist	S-08
27	Park Security Worker	S-05
28	Parks and Facilities Maintenance Supervisor	M-12
29	Program Coordinator for the Handicapped	S-08
30		
31		
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## Planning and Zoning Service:

1	Chief, Comprehensive Planning [and Special Projects	M-16]M-15
2	CHIEF, CURRENT PLANNING	M-15
3	Graphics Illustrator	S-06
4	Planner I	S-10
5	Planner II	S-12
6	Planner III	M-14
7	Planning and Zoning Clerk	S-06
8	Planning and Zoning Technician	S-08
9	Planning Assistant I	S-08
10	Planning Assistant II	S-09
11	Urban Design Specialist	M-14
12	Zoning Administrator	M-13
13	Zoning Inspector	S-07

## Public Safety Service:

14	Animal Control Warden I	S-04
15	Animal Control Warden II	S-05
16	Chief Animal Control Warden	M-07
17	Chief, Emergency Communications Division	M-13
18	EMERGENCY EQUIPMENT DISPATCHER (ENTRY LEVEL)	S-04
19	Emergency Equipment Dispatcher I	S-06
20	Emergency Equipment Dispatcher II	S-07
21	Emergency Equipment Dispatcher III	S-08
22	Safety Assistant	S-07
23	Safety Inspector	S-09
24	Safety Officer	M-13

## Labor and Trades Service:

25	Assistant Foreman	H-09
26	Assistant Storekeeper	H-03
27	Automotive Mechanic I	H-09
28	Automotive Mechanic II	H-11

1	Automotive Mechanic Helper	H-06
2	Chauffeur	S-03
3	Chauffeur-Laborer	H-05
4	Equipment Operator I	H-06
5	Equipment Operator II	H-08
6	Equipment Operator III	H-11
7	Laborer	H-01
8	Laborer	H-02
9	LABORER/TRADES	H-03
10	Lubrication Worker	H-08
11	Maintenance Worker	H-06
12	Meter Mechanic	H-06
13	Storekeeper	H-08
14	Storekeeper/Maintenance Mechanic	H-10
15	Tire Changer	H-02
16	Tractor Trailer Operator	H-07
17	Trades Helper	H-01
18	Utility Worker	H-10
19	Public Works Operation Service:	
20	Acting Superintendent of Solid Waste Management	M-12
21	Assistant Superintendent of Plant Operations	M-12
22	Assistant Sign Fabricator	S-04
23	Automotive Equipment Supervisor	M-11
24	Chief, CENTRAL Automotive Management Division	M-13
25	Foreman	M-09
26	Highway Maintenance Supervisor	M-11
27	HIGHWAYS RECORDS ASSISTANT	S-06
28	Laboratory Supervisor	M-10
29	Laboratory Technician	S-08
30	Landfill Attendant	S-02
31	Landfill Attendant Supervisor	M-05
32		



1	Plant Operator Trainee I	S-05
2	Plant Operator Trainee II	S-06
3	Pumping Station Mechanic	S-08
4	Road Marking Equipment Operator I	H-06
5	Road Marking Equipment Operator II	H-07
6	Senior Treatment Plant Operator (Joppatowne)	S-08
7	Senior Waste Water Treatment Plant Operator	S-08
8	Senior Waste Water Treatment Plant Operator (Sod Run)	S-09
9	Senior Water Treatment Plant Operator	S-08
10	Shift Supervisor	M-10
11	Sign Fabricator	S-07
12	Superintendent (Hwys. - W & S)	M-13
13	Superintendent of Highways, Construction & Drainage	M-13
14	Superintendent of Plant Operations	M-13
15	Superintendent of Solid Waste Management	M-10
16	Treatment Plant Operator (Joppatowne)	S-08
17	Waste Water Treatment Plant Operator	S-07
18	Waste Water Treatment Plant Operator (Sod Run)	S-08
19	Water Plant Operator	S-07
20	Water and Sewer Maintenance Supervisor	M-11
21	Water and Sewer Operation and Maintenance Chief	M-14
22	Permits and Inspection Service:	
23	Building Inspector I	S-08
24	Building Inspector II	S-09
25	Building Inspector III	S-11
26	Chief of Building Services	M-14
27	Chief Electrical Inspector	M-13
28	Chief Plumbing Inspector	M-13
29	Electrical Inspector I	S-08
30	Electrical Inspector II	S-09
31	Electrical Inspector III	S-11
32		

1	Licenses and Permits Clerk	S-06
2	Licenses and Permits Clerk Trainee	S-04
3	Mobile Homes/Abandoned Properties Coordinator	S-10
4	Plans Reviewer (Grandfathered)	S-08
5	Plans Reviewer	S-09
6	Plumbing Inspector I	S-08
7	Plumbing Inspector II	S-09
8	Plumbing Inspector III	S-11
9	Senior Licenses and Permits Clerk	S-07
10	Stormwater Management/Sediment Control Inspector	S-09
11	Exempt Personnel	Grade
12	County Attorney (Part-Time)	E-20
13	Deputy County Attorney (Full-Time)	E-15
14	Deputy County Attorney (Part-Time)	E-15
15	Council Attorney (Part-Time)	E-13
16	Director of Administration	E-21
17	Director of Community Services	E-17
18	Director of Economic Development	E-14
19	Director of Emergency Services Coordination	E-14
20	Director of Inspections, Licenses and Permits	E-18
21	Director of Parks and Recreation	E-18
22	Director of Planning and Zoning	E-18
23	Director of Procurement	E-16
24	Director of Public Works	E-20
25	Personnel Officer	E-16
26	Secretary-Administration	E-03
27	Secretary-Community Services	E-02
28	Secretary-County Attorney	E-02
29	Secretary-County Executive	E-04
30	Secretary-Department of Public Works	E-03
31	Secretary-Economic Development	E-01
32		

1	Secretary-Inspections, Licenses and Permits	E-02
2	Secretary-Parks and Recreation	E-02
3	Secretary-Personnel	E-01
4	Secretary-Planning and Zoning	E-02
5	Secretary-Procurement	E-01
6	Secretary-Treasury	E-03
7	Secretary of the Council	E-12
8	Treasurer	E-20
9	Zoning Hearing Examiner (Part-Time)	E-12

10

## 11 Special Funded Positions

12	Judicial:	Minimum Salary	Maximum Salary	Grade
13				
14	Court Bailiff	[\$8,974	\$12,000]	
15		\$9,894	\$13,257	
16	Court Reporter I	[\$22,700	\$27,500]	
17		\$23,608	\$28,600	
18	Court Reporter II	[\$28,800	\$35,000]	
19		\$29,952	\$36,400	
20	Jury Commissioner	\$18,696	\$24,832	[E-02]
21	Law Clerk	[\$15,750	\$15,750]	
22		\$17,977	\$28,877	
23	Secretary (Administrative)	\$19,614	\$26,030	[E-03]
24	Secretary (Judicial)	\$18,696	\$24,832	[E-02]
25	Juvenile Master	\$25.00	\$35.00	
26		per hour	per hour	
27	Assistant to Jury Commissioner	[\$10,750	\$13,575]	
28		\$12,500	\$16,751	
29	[Investigator-Coordinator		\$30,000]	
30	SOCIAL WORKER	\$30,000	\$38,462	
31	[Law Intern (Part-Time)	\$4.50 per hour]		
32				

## State's Attorney Office\*

1 Assistant State's Attorney I E-08  
2 Assistant State's Attorney II E-10  
3 Assistant State's Attorney III E-13  
4 Deputy State's Attorney E-15

5 \*Salaries and classifications for clerical, administrative,  
6 investigative, and other personnel shall be determined by the  
7 State's Attorney in conformity with the Harford County Pay and  
8 Classification Plan.

9 (Note: The above positions are funded by Harford County pursuant  
10 to State law and are included as a schedule of payments only; above  
11 listed positions are not Harford County employment positions.)

12 Section 2. Be It Further Enacted, that this act shall not be  
13 codified in the Harford County Code, as amended.

14 Section 3. Be It Further Enacted, that effective the first pay  
15 period in January 1988, employees covered by the Management/-  
16 Technical Pay Schedule, who have received Outstanding Performance  
17 Appraisals for two or more consecutive years without a step  
18 increase because the employees have been at the maximum step rate  
19 of their grade, may be authorized a one time payment of not more  
20 than one thousand dollars (\$1,000.00) per employee.

21 Section 4. Be It Further Enacted, that this act is hereby declared  
22 to be an Emergency Act, necessary for the proper operation of the  
23 County government, and it shall become law on the date it is signed  
24 by the County Executive; however, no payments or benefits shall  
25 accrue until on or after 1 July 1987.

26  
27 EFFECTIVE: June 15, 1987  
28  
29  
30  
31  
32

UPROSSFL

H A R F O R D C O U N T Y G O V E R N M E N T

CLASSIFIED SERVICE SALARY SCHEDULE

EFFECTIVE FIRST PAY PERIOD IN JULY 1987

GRADE TYPE & INCR	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7
S 01	13,455	13,839	14,234	14,642	15,062	15,493	15,938
S 02	14,050	14,453	14,867	15,293	15,731	16,185	16,651
S 03	14,766	15,188	15,625	16,075	16,538	17,016	17,527
S 04	15,520	15,966	16,425	16,899	17,406	17,929	18,467
S 05	16,354	16,826	17,327	17,846	18,384	18,935	19,502
S 06	17,243	17,759	18,294	18,843	19,407	19,990	20,590
S 07	18,315	18,865	19,430	20,012	20,614	21,232	21,869
S 08	19,450	20,012	20,614	21,232	21,869	22,523	23,199
S 09	20,708	21,330	21,970	22,629	23,307	24,006	24,726
S 10	22,116	22,778	23,462	24,164	24,889	25,637	26,407
S 11	23,644	24,354	25,084	25,836	26,610	27,409	28,232
S 12	25,336	26,097	26,879	27,685	28,517	29,373	30,254
S 13	27,195	28,013	28,852	29,718	30,610	31,529	32,473
S 14	29,261	30,139	31,043	31,974	32,934	33,921	34,940
S 15	31,533	32,477	33,454	34,456	35,490	36,554	37,650
S 16	34,011	35,031	36,084	37,165	38,279	39,427	40,612
S 17	36,778	37,880	39,016	40,187	41,392	42,635	43,915
S 18	39,659	40,850	42,077	43,338	44,640	45,977	47,357

In December 1987, all unit members who are at step 7 as of June 30, 1987, shall receive a one time only payment of Four Hundreds Dollars (\$400.00) per eligible unit member, provided the unit member receives an average or better performance evaluation.

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## H A R F O R D C O U N T Y P A Y S C H E D U L E

## MANAGEMENT/TECHNICAL SERVICE

## EFFECTIVE FIRST PAY PERIOD IN JULY 1987

GRADE TYPE & INCR	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7
M 01	13,282	13,613	14,366	14,941	15,538	16,160	16,805
M 02	13,911	14,467	15,046	15,646	16,274	16,925	17,602
M 03	14,633	15,218	15,828	16,460	17,118	17,804	18,516
M 04	15,491	16,111	16,754	17,425	18,122	18,847	19,601
M 05	16,394	17,050	17,731	18,440	19,179	19,945	20,743
M 06	17,385	18,080	18,803	19,556	20,338	21,152	21,997
M 07	19,406	19,405	19,973	20,772	21,503	22,467	23,366
M 08	19,641	20,423	21,244	22,094	22,978	23,897	24,853
M 09	20,948	21,786	22,657	23,563	24,506	25,486	26,505
M 10	22,391	23,287	24,218	25,187	26,194	27,242	28,332
M 11	24,013	24,974	25,972	27,011	28,091	29,216	30,384
M 12	25,774	26,805	27,877	28,992	30,153	31,358	32,612
M 13 *	27,713	28,822	29,974	31,173	32,420	33,717	35,066
M 14 *	29,332	31,025	32,266	33,557	34,899	36,295	37,747
M 15 **	32,221	33,511	34,850	36,245	37,695	39,203	40,770
M 16	34,794	36,186	37,633	39,138	40,704	42,332	44,025
M 17	37,679	39,137	40,754	42,384	44,079	45,843	47,677
M 18	40,385	42,468	44,167	45,934	47,770	49,682	51,668

\*A special rate range is established for Systems Analyst, M-13 position.  
The pay scale for Systems Analyst, M-13 is:

M-13	31,935	33,212	34,540	35,923	37,359	38,853	40,408
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\*\*A SPECIAL RATE RANGE IS ESTABLISHED FOR RISK MANAGER, M-14 POSITION.  
THE PAY SCALE FOR THE RISK MANAGER, M-14, IS:

M-14	34,500	36,000	37,500	39,000	40,500	42,000	43,500
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87-20

AS AMENDED

UPDGSFL

H A S F O R D C O U N T Y G O V E R N M E N T

FY87-88 HOURLY PAY SCHEDULE

EFFECTIVE AUGUST 1987

GRADE TYPE & INCR	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6
H 01	13,950	14,374	14,805	15,250	15,707	16,178
H 02	14,261	14,689	15,130	15,583	16,051	16,533
H 03	14,563	15,005	15,455	15,919	16,396	16,883
H 04	15,317	15,779	16,252	16,740	17,242	17,759
H 05	15,057	16,127	16,610	17,109	17,622	18,151
H 06	16,281	16,771	17,274	17,791	18,326	18,875
H 07	16,740	17,242	17,760	18,293	18,841	19,407
H 08	17,199	17,715	18,247	18,794	19,358	19,938
H 09	17,664	18,193	18,739	19,302	19,880	20,477
H 10	18,104	18,648	19,206	19,783	20,376	20,988
H 11	18,539	19,147	19,721	20,313	20,922	21,550

In lieu of percentage increases, employees in Grades 1-3 shall receive a bonus payment equivalent to four percent (4%) of the base pay rate. Employees in Grades 4 and 5 shall receive a bonus payment equivalent to one percent (1%) of the base pay rate. In addition, a bonus payment of \$300.00 shall be paid to each employee at the sixth Step (6th) (top step) of the Grade. Eligible employees shall receive authorized step increases or bonus payments, provided the employee receives an average or better performance evaluation in the current annual appraisal.

UPPOSEFL

H A R F O R D C O U N T Y G O V E R N M E N T

EXEMPT SERVICE PAY SCHEDULE

EFFECTIVE FIRST PAY PERIOD IN JULY 1987

GRADE TYPE & INCR	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6	STEP-7
E 01	17,861	18,696	19,614	20,566	21,539	22,600	23,688
E 02	18,696	19,614	20,566	21,539	22,600	23,688	24,832
E 03	19,614	20,566	21,539	22,600	23,688	24,832	26,030
E 04	20,566	21,539	22,600	23,688	24,832	26,030	27,314
E 05	21,539	22,600	23,688	24,832	26,030	27,314	28,624
E 06	22,600	23,688	24,832	26,030	27,314	28,624	30,047
E 07	23,688	24,832	26,030	27,314	28,624	30,047	31,495
E 08	24,832	26,030	27,314	28,624	30,047	31,495	33,028
E 09	26,030	27,314	28,624	30,047	31,495	33,028	34,650
E 10	27,314	28,624	30,047	31,495	33,028	34,650	36,347
E 11	28,624	30,047	31,495	33,028	34,650	36,347	38,135
E 12	30,047	31,495	33,028	34,650	36,347	38,135	40,000
E 13	31,495	33,028	34,650	36,347	38,135	40,000	41,981
E 14	33,028	34,650	36,347	38,135	40,000	41,981	44,042
E 15	34,650	36,347	38,135	40,000	41,981	44,042	46,192
E 16	36,347	38,135	40,000	41,981	44,042	46,192	48,481
E 17	38,135	40,000	41,981	44,042	46,192	48,481	50,879
E 18	40,000	41,981	44,042	46,192	48,481	50,879	53,423
E 19	41,981	44,042	46,192	48,481	50,879	53,423	56,057
E 20	44,042	46,192	48,481	50,879	53,423	56,057	58,860
E 21	46,192	48,481	50,879	53,423	56,057	58,860	61,803
E 22	48,481	50,879	53,423	56,057	58,860	61,803	64,893
E 23	50,879	53,423	56,057	58,860	61,803	64,893	68,138
E 24	53,423	56,057	58,860	61,803	64,893	68,138	71,545



87-20

BY THE COUNCIL

AS AMENDED

BILL NO. 87-20 (as amended)

Read the third time.

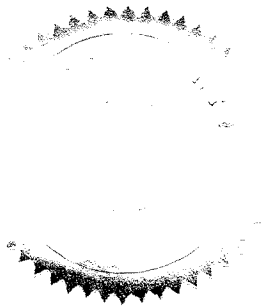
Passed LSD 87-18 (June 9, 1987) (with amendments)

Failed of Passage \_\_\_\_\_

By order

Doris Poulsen, Secretary

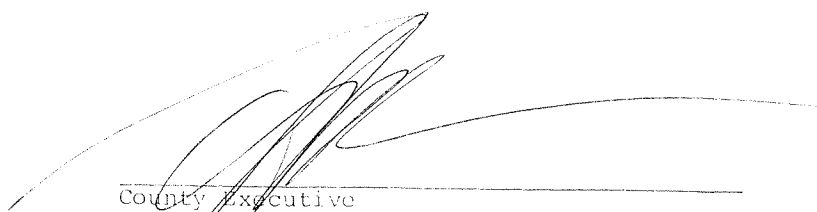
Sealed with the County Seal and presented to the County Executive  
for his approval this 10th day of June, 1987  
at 3:00 o'clock P.M.



Doris Poulsen, Secretary

BY THE EXECUTIVE

APPROVED:

  
\_\_\_\_\_  
County Executive

Date 6-15-87

BY THE COUNCIL

This Bill, (No. 87-20, as amended), having been approved by  
the Executive and returned to the Council, becomes law on  
June 15, 1987.

Doris Poulsen, Secretary

EFFECTIVE DATE: June 15, 1987

87-20

AS AMENDED